



BART Celebrates Chinese New Year

Inaugural Event Highlights Culture & Tradition



Gung Hay Fat Choy!

On February 9, BART employees presented the District's first celebration of Chinese New Year commemorating the Year of the Dragon, 4698. Hosted by BART Police Commander Gary Gee and Grace Young of Chinese Radio 1400, the event was replete with traditional Chinese music, martial arts, lion dancing, and an array of traditional Chinese New Year delicacies.

"Some of the Chinese American employees at BART got together and decided to offer a program to BART to highlight one of the important holidays in the Chinese culture to showcase our history and tradition," said Julie Yim, one of the organizers of the BART Chinese New Year celebration. "We were very happy with this first annual Chinese New Year celebration, and the reception we received from BART employees and the public."

Continued on page 4



come to the
Rodeo

BART employees, retirees and their families are invited to gather at the Hayward Training Center on Saturday, May 6, 10 a.m. to 1:30 p.m., for BART's 7th Annual Rodeo Competition.

Information Hotline:
510/464-6000
Ext.4646



25 Years

Congratulations to BART employees reaching 25 years of service with the District: (left to right) Aleta L. Anders, Luis Buitrago, Lydia Ward, Frederick Wilson, Sandra Sims, Sadie Williams, Janie Garcia, Larry Ratliff, Kwai (Sue) Ng, Tully Baker, Betty Soo Hoo, David Hulse, Joyce Lum-Emmons, Guillermo Parajon Jr., Jadene C. Lim and Rodney Lim.

BART Celebrates Black History Month

Inspiring Event Links History, Culture and Education



Thanks to members of the Black History Month Committee. Left to right: Hershell Levi, Karen Hill, Jerry Robinson, James Archie, Director Carole Ward Allen, Patricia Carter and Sylvia Dokes (not pictured).

On February 11, BART employees presented the District's first celebration of Black History Month with an inspiring event that used storytelling, music and the lessons of history to reinforce the need to know one's heritage in order to pass it along to future generations.

"What happens when people don't know their history?" queried James Archie, Master of Ceremonies for the event held at the BART Board Room. "A race without knowledge of its history is like a tree without roots. It is the inspiring influence of knowledge that makes men want to go forward."

Historian Carter G. Woodson is credited for creating what is now called Black History Month. He formed the Association for the Study of Negro Life and History in 1915 to respond to the misrepresentation of African-American history. His work laid the groundwork for vol-

umes completed by himself and by others to document the true history of African-Americans in Africa and the United States. He called for Negro History Week in 1926 "in the belief that facts properly set forth will speak for themselves." The event became Black History Week in 1970 and Black History Month in 1976.

"It is very fitting that we celebrate Black History Month," said General Manager Tom Margo. "BART is an organization with a great deal of diversity, as shown here today. Events such as this help make BART better for the future."

Speakers focused on family, heritage and the need for education to inspire the desire for knowledge and achievement.

Storyteller Awele recounted visits as a child to her grandparents in Mississippi, and the stories she heard from her elders that "taught me about my sense of self, cultural identity and pride and social responsibility." She recalled how her grandmother would visit with neighbors to connect with the community. Her grandmother insisted there were no "nosy neighbors," but friends who would keep an eye on children to help keep the community safe. Awele told the story of the jealous farmer who stole a mule and tried to bury it, only to have the mule "shake (the dirt) off, stomp it down and rise to the next level." This is a lesson about life, she said. "People may try to make you feel bad about yourself," she recalled her grandmother telling her, "but if you know who you are, you can 'shake it off, stomp it down and rise to the next level.'" Finally, Awele used the words of the song, "This Little



Storyteller Awele



Light of Mine," to encourage the audience to "let your light shine, you never know who you might be touching or what you might be changing."

"We live in a culturally deprived time because reading levels are down for all races," said Dr. Carole Ward Allen of Laney College and a member of the BART Board. "Children are learning on computers and depending on technology (to learn their lessons). As a result, children don't depend on books, and the reading scores show that we're in worse shape than ever before."

Children are more familiar with rap stars and sports figures than they are with those who helped shape African-American history, she said. "Something's missing," said Carole. "Children do not know the corporate leaders and others who are doing great things."

Carole said she got involved in Black History "because I was miseducated, I was not told what I needed to know." As a result, Carole has compiled an extensive list of books that document Black History. She pointed to the work of Carter G. Woodson as "ahead of his time." Storytelling, she noted, was a way of passing along history by slaves, "who were not allowed to learn to read because that meant freedom." History teaches that "when you learn to read you can be free." Carole encouraged the audience to read such works as "World's Greatest Men of Color" and "Stolen Legacy." "We must have knowledge of the past to understand the present to deal with the future," she stated.

Debra Johnson called upon BART employees to join her as volunteer in the Junior Achievement program, which brings the business community into the classroom. The program teaches lessons in civics and economics and

reinforces the importance of education to a future career. "Community has been happening throughout history," noted Debra. Volunteering gives BART employees "a chance to give back to the community and help children to better their lives."

James Archie closed the program by reading a passage from Maya Angelou's *The Black Family Pledge*. "We pledge to bind ourselves to one another " to do all good things, knowing that we are more than keepers of our brothers and sisters, we are our brothers and sisters " and to honor those who toiled " who brought us out of hopeless desolation."

The celebration also featured an art display, "The Faces of Courage," which documented the achievements of several Black leaders.

Thanks and congratulations to members of the Black History Month Committee, James Archie, Patricia Carter, Sylvia Dokes, Karen Hill, Hershell Levi and Jerry Robinson, and to Jaqueline Edwards for research and graphics, Roger Johnson for duplicating and to Karen Hill and Darla Stewart for the "Faces of Courage" display. **b3**



Bowl Into Spring

Flowers are blooming and pollen is in the air. This is nothing to sneeze at! It's springtime and time to polish up your bowling ball and join the BART Bowling League. BART bowlers polished off what was left of winter at tournaments in February and March, and got together again on April 22 at Diablo Valley Lanes in Concord. New bowlers are always welcome.

"Bowling is fun and a great time with your BART friends," says league coordinator Andy Williams. With each tournament, rotating trophies go to the Top Five scorers for both women and men. The BART Bowling League is open to all BART employees, and their family and friends over age 18. "We invite everyone to join us as we bowl throughout the year."

The BART Bowling League held tournaments on February 19 at Holiday Bowl in Hayward and March 18 at Mel's Bowl. Congratulations to February's Top Game winners Johnnie Hicks (259) and Glenda Olson (238) and to Top Series winners Arthur Lewis (752) and Suzanne Hicks

(590). Kudo's to the Top Five scorers of Arthur Lewis, Andy Williams, David Freeman, Johnnie Hicks and Glenda Olson, and thanks to Joe Olson for joining in on the fun. The March tourney saw Johnnie Hicks once again score High Game (270), along with newcomer Ida Morrison (229). Top Series went to David Freeman (706) and Linda Bodley (594). Congratulations to the Top Five bowlers David Freeman, Joe Olson, Johnnie Hicks, William Person and James Bodley. Thanks to the others who bowled in March, Dick Jann, Andy Williams, Glenda Olson, Suzanne Hicks, Arthur Lewis and James Bonds.

The next monthly singles tournament was Saturday, April 22 at Diablo Valley Lanes, located at 1500 Monument Blvd. in Concord, telephone 925/671-0913. For more information on the BART Bowling League, call Andy Williams at ext. 5153 or Glenda Olson at ext. 2794. **b3**





In China, New Year is celebrated on the first day of the Chinese lunar calendar. Each year is named after one of the 12 animals according to the Chinese Zodiac, with this year being 4698, the year of the Dragon, the fourth animal on the Zodiac. To prepare for the celebration, homes are cleaned and decorated with live, blooming plants to symbolize rebirth and new growth. Oranges and tangerines symbolize abundant happiness, and the colors of red and gold symbolize happiness and wealth. In the Chinese New Year tradition, debts are settled, prayers are offered and made, new clothes are bought and plenty of food is prepared. No one speaks badly of anyone, or of unpleasant topics.

The plaza level of the Lake Merritt Administration building came alive with the sounds of inspirational music from the Yun Wai Lun Music Club of Oakland, while the Fremont Buk Sing Choy Lay Fut School presented lively lion dancing. Several dignitaries were on hand, including BART Assistant General Manager Paul Oversier, BART Board members Carole Ward Allen and James Fang, and Alameda County Supervisor Keith Carson.

Following the formal ceremony, guests were invited to view the art exhibit, "Gateway to Gold Mountain," a pictorial display of early the 1900s U.S. immigration policy against immigrants of Chinese ancestry and their internment on Angel Island in the Bay Area. "This part of Chinese American history showed the strength and tenacity of our forefathers in wanting to enter the land of freedom and opportunity," said Julie.

Approximately 700 students from Cole, Fruitvale and Lincoln elementary schools attended the Chinese New Year celebration, according to Julie. The children helped with the decorations, including Chinese lanterns by students at John Yehall Chan School in San Francisco. Local stores in Oakland's Chinatown provided the food, including roast pig, oranges and pastries. **b3**



Recycling Program Gets a Tune-Up

A "new and improved" recycling program has begun at BART with a deskside system for collecting recyclable paper and aiding Alameda County's waste reduction program.

Last year, BART joined the "Stop Waste Partnership," a program of the Alameda County Waste Management Authority and the Source Reduction and Recycling Board, to revamp its program for collecting and recycling reusable paper. Terry Adelman, department manager of BART's Training and Development Department, organized the program. System Service Supervisor Ken Prince is now managing the program.

BART's revamped recycling program is aimed at administrative offices where the paper recycling potential is the greatest. On March 13, employees in three BART buildings received special containers to collect paper at their desks. Under the voluntary program, BART is asking employees to collect all paper, including white paper, computer paper and cardboard, in special blue containers at their desks and then deliver it to central collection containers in their buildings. Central collection containers are strategically located on each floor to make it easy for employees to deposit the paper.

At the central collection points, employees will find large white containers that are for white paper, including index cards and envelopes, while large grey containers are for mixed paper, including manila folders, colored papers and magazines. Computer printout paper can be collected with white paper, but it is preferable to separate that out and deposit it in its own container at the central collection points. Cardboard should be flattened and placed near the central collection containers.

"Our goal is to make this system simple, accessible and consistent," said Terry.

The three buildings participating in the recycling program are Lake Merritt Administration, the Metro Building and Madison Square. "It's easier to manage the program at locations where we own the property or otherwise have control," said Terry. He is looking to expand the program to other locations where BART leases space.

A vendor collects all paper from the central collection sites twice a week, and sells it on the market. BART will receive quarterly payments from the vendor, which will vary, based on the price on the market. "We're not paying the vendor to collect the paper," said Terry. "But money is not the motivation to do this," he noted. "This is a good benefit that reverses the flow of waste."


Employees may also recycle beverage containers with the concurrence of their manager or supervisor. Employees are also encouraged to recycle toner cartridges. "Most replacement cartridges come with a prepaid UPS return label, or employees can return the cartridges to Alice Street

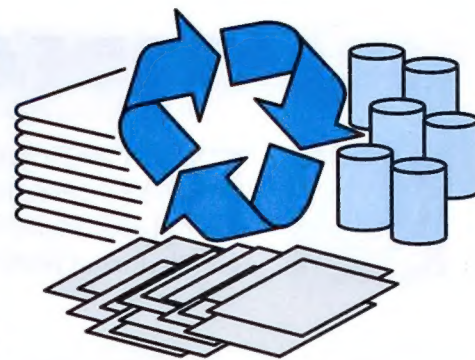
where suppliers for recycling will pick them up."

"To make this work," he added, "we need everyone to put in a personal effort, and pay close attention to what is thrown away. Please be careful to not put food and other wet materials into your recycling container, and or throw paper in your regular waste container."

"The people of BART have a long and well-earned reputation for efforts to reduce, reuse and recycle," said BART General Manager Tom Margro. "Please keep up the good work. I encourage you to look for opportunities to take advantage of advancing our contribution to a healthy environment."

Employees participating in the new recycling program received one blue recycling container for their desks. Should anyone wish a second container, contact Ken Prince at 510-464-6753.

Thanks to Terry and the recycling committee of Phillis Pinkston, Ken Prince and Melva Hunter for spearheading the effort to improve recycling at BART. 



Bill Schultz Medals Again

BART Police Department Sgt. Bill Schultz has medaled in downhill skiing again at the International Police Winter Games, held recently in Reno, Nevada. Bill brought home Bronze medals in the Slalom, Giant Slalom and Super-Giant Slalom events, which were held at the Mount Rose, Northstar and Squaw Valley ski resorts. Last year, Bill won three Gold medals in the same events at games held in British Columbia. Bill has amassed 11 Alpine skiing medals since he first competed in the International Police Winter Games in 1986. An avid downhill skier, Bill was the only BART employee to participate in this year's games. Bill's son, 12-year-old Matthew came along for the fun. Matthew is a past medal winner, himself, having won a bronze medal at last year's

GREAT IDEAS BY BART EMPLOYEES



BART employees help increase efficiency and save costs by presenting their ideas for improving BART operations to the Employee Suggestion Program. They are duly rewarded for their proposals. Please note, some employees receive a net payment once state and federal taxes have been deducted from the award. Here are recent awardees and their ideas:

Carl Ambrose

Maintenance Worker III, Rolling Stock & Shops

Condenser coils were being cleaned every fourth and sixth PM. By the third PM, condensers failed to transfer heat due to accumulation of dirt, which caused high side pressure and boot failure. Carl Ambrose suggested cleaning the condensers every PM to eliminate boot failure. His idea was found to reduce air conditioning problems and increase customer comfort. He earned a \$150 safety award.

Melvin Benz

Maintenance Worker III, Rolling Stock & Shops

When a traction motor frame was removed for cleaning, it was placed on a stand and taken out by forklift, which would damage the frame insulation. Melvin Benz suggested that four brushholder leads be safety-wired together inside the frame to allow them to pull clear of the forklift and avoid damage to the frame insulation. His idea was found to reduce the probability of accidental damage to the traction motor, earning Melvin a net cost savings award of \$1,190.61.

Melvin also earned awards for three more ideas. He recommended a change in the description and reference name of the grease used for the traction motor, for a \$150 customer service award. He also recommended replacing the vacuum cleaner used in the shops with a self-contained hepa-filtered unit to rid the atmosphere of pollutants, for another \$150 customer service award. Finally, he recommended using an air gun to blow down the revenue vehicles prior to steam cleaning them to dislodge the dust and dirt from the electrical components. That idea earned Melvin a net efficiency savings award of \$3,193.11.

Daniel W. Bertolini

Maintenance Worker III, Rolling Stock & Shops

Daniel Bertolini suggested installing racks to organize and store brake pads, backing plates and related hardware. This would keep parts accessible and easily available for installation. Daniel's idea earned him a \$150 customer service/safety award.

Kingston Cole

Maintenance Worker III, Rolling Stock & Shops

Kingston Cole suggested using a nyloc nut instead of a non-locking type on PBC Aux contacts. The positive lock-

ing of PBC Aux contacts would keep the power brake controller contacts from becoming loose and would prevent failures during equipment operation. His idea was found to insure more reliable revenue service, earning Kingston a \$150 customer service award.

Michael Docherty

Maintenance Worker III, Rolling Stock & Shops

Michael Docherty suggested using safety clips instead of cotter pins on all leveling valve linkage because they are easier to use, more accessible for inspection and don't wear out. His idea was found to help prevent suspension failures caused by loose level valve linkage, earning Michael a \$150 customer service award.

Baltazar Gines

Maintenance Worker III, Rolling Stock & Shops

The shop power receptacle was located high above the pit, requiring workers to stand on a ladder to install or remove plugs, thereby creating a potential safety hazard. Baltazar Gines designed a tool to use from the ground to install and remove power from revenue vehicles. His new tool was found to allow the safe removal and installation of the shop power cord to transit vehicle receptacles, thereby creating a safer work environment. Baltazar's idea earned him a \$150 safety award.

Ireneo F. Isidro

Maintenance Worker III, Rolling Stock & Shops

Cab instruments on high rail cars were not labeled with normal operating ranges. Ireneo Isidro suggested that instruments be labeled with the correct operating specification ranges to provide safe operating parameters and insure the safe operation of the high railers, including multi-operator use. Ireneo's idea earned him a \$150 customer service award.

Eric Jorgensen

Maintenance Worker III, Rolling Stock & Shops

Cutting sections of carpet underlayment was being done in inadequate workspace. Eric Jorgensen built a sturdy table with a strong back apparatus at one end to prevent the carpet from rolling off the table. His idea was found to create a safer and more efficient work area, earning Eric a \$150 customer service award.

Donald D. Littau

Maintenance Worker III, Rolling Stock & Shops

Instructions for installing sleeve carriers and the sleeve into the caliper were inadequate. Donald Littau suggested amending the step-by-step instructions to the existing bulletin to clarify the procedure. His idea was found to make the installation of carriers and sleeves into the caliper yoke easier, and reduce the potential for missed steps and deformed parts. Donald earned a \$150 customer service award.

Robert J. Scott

Employee Development Specialist, Rolling Stock & Shops

BART had not operated IKV cable at the 2A location. Robert Scott suggested extending the cable to the 2A location to reach cars being serviced at both the 1A and 2A locations. Extending IKV cable would improve Hayward Shops ability to work on cars in need of a 1000V check without impacting the movement of other cars. Robert's idea improved shop productivity and proficiency, earning him a \$150 customer service award.

Robert also received another award. Batteries for battery water fillers were not held in stock, causing usable water fillers to be discarded. He suggested stocking the batteries for the water fillers to save on replacing a complete battery water filler assembly. This idea earned Robert a net cost savings award of \$1,091.54.

James Schroeder

Maintenance Worker III, Rolling Stock & Shops

A circuit failure could cause current flow through Build Up Contactor (BUC) resistors at zero speed, which could

cause overheating and an undercar fire. James Schroeder suggested adding an additional interlock to prevent the BUC relay from energizing at zero speed due to a failure. His idea was found to protect the BUC resistors from overheating, earning James a \$150 safety award.



Norman Spencer

Maintenance Worker III, Rolling Stock & Shops

A wooden wedge was used to support the traction motor at the bearing end while changing the axle. The encoder at the end of the A/C traction motor made it difficult to use the wedge without causing damage. Norman Spencer developed a prototype tool to support the motor while installing and removing axles. The tool was found to provide a better method for supporting the traction motor, earning Norman a \$150 customer service award.

David Stoner

Maintenance Worker III, Maintenance & Engineering

Pulleys had brass bushings on each shaft with no lubrication, causing wear on the bushings to reduce the lift of the pulley. David Stoner suggested using lubrication on the pulley bushings to keep them in service longer. This idea earned David a \$150 safety award.

David also received an award for another idea. He recommended placing a bracket on top of the pulley to support the shoulder bolt shaft. This would lessen the need to replace it and create a safer bar for patrons. David's idea earned him a \$150 safety award. **b3**

BART Employees Fix Escalators

BART employees are renovating the first of 21 escalators to be overhauled at seven stations over the next two years. They began work at the Bayfair Station on February 22 and should have the first set of escalators ready to go in ten weeks. This project is complimenting BART's Systemwide Renovation program, which is separately overhauling 99 escalators.

The mechanics on this job are Daryl Young, Joe Canals and Sam Young from the escalator/elevator section of the Power and Mechanical division of Maintenance and Engineering.

BART purchased replacement and upgrade kits from a contractor for BART forces to complete the renovation work. "This is the same type of work being done by a contractor to the escalators under the systemwide renovation program," said Mark Pfeiffer of Engineering. "Hence, all renovated escalators will be the same."

The BART project is timed to conclude at the same

time as the contracted work. Since the systemwide renovation project began in August 1998, a total of 37 escalators have been overhauled, leaving 62 to go under the contracted job. Only two escalators per station, and nine escalators systemwide, can be down for overhaul at any given time. The overhaul means a major component upgrade, noted Mark, including steps, controllers, and drive and handrail chains. "We're also adding 11 safety devices to double the number of safety components in each escalator, including sensors, emergency stop components and safety brushes," said Mark. The project also means improved service for BART customers. "Our smarter controllers will quickly identify problems, which will speed return to service when an escalator is down for repair or maintenance." **b3**





New Hires and Promotions

Darrell P. Murray joins BART as the Labor Relations Manager, replacing Howard

Lewis, who retired. Darrell oversees arbitration, grievances and labor contract negotiations scheduled to take place in 2001. He was previously Labor Relations Manager for Multnomah County in Oregon, which employs over 4,500 employees in the Portland area. Darrell has over 25 years experience in labor relations, with extensive knowledge of all aspects of the field. Darrell holds bachelors and masters degrees from the University of Oregon, and receive his law degree from Northwestern School of Law at Lewis and Clark College. He served as mediator on the Oregon Employment Relations Board for four years.

Jonathan Rossen joins BART as Safety Specialist in the employee/patron safety division of the System Safety Department. A Certified Industrial Hygienist, Jonathan evaluates various work situations for safety, including safety notices and unusual occurrence reports, to determine whether a change in policy and procedure is required. He previously worked for Clorox Corporation, and for the California and Federal Occupational Safety and Health Administrations as an industrial hygienist. He holds a bachelor's degree from the University of California at Davis in industrial hygiene, and a master's degree in the same discipline from the University of Cincinnati. Jonathan lives in Pleasant Hill with his wife, three children and a rabbit. **b3**



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Hats off to BART employees reaching 20 years of service with the District: (left to right) Betty Goodwin, Kam T. Chui, Ann Thornton and Mark J. Deloso.



BART employees who recently achieved 15 years with the District include (left to right) Annalee Jimenez, Generoso Linato, Rosetta Breland, Kent J. Barcus and Dale Fousel.

BARTalk

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A publication for and about the employees of the San Francisco Bay Area Rapid Transit District

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